

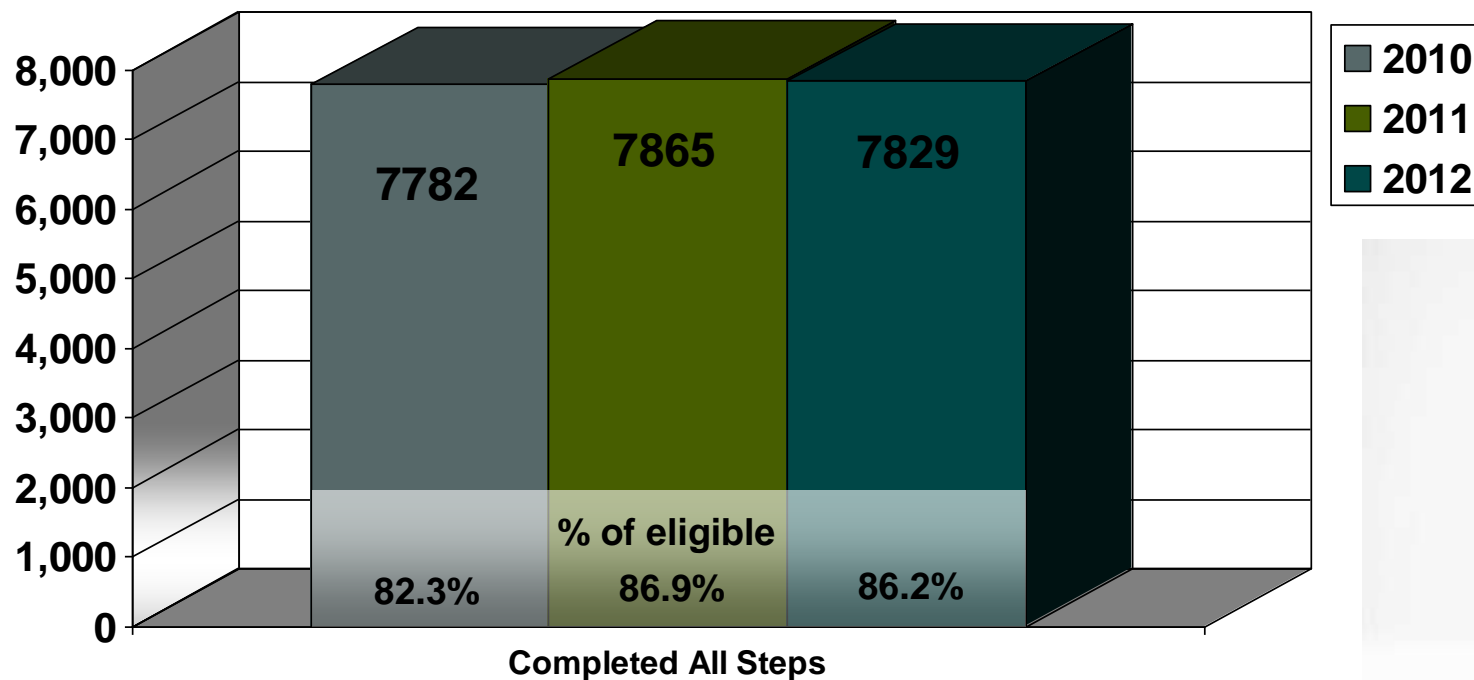


Employee HRA Summary 2012-2013

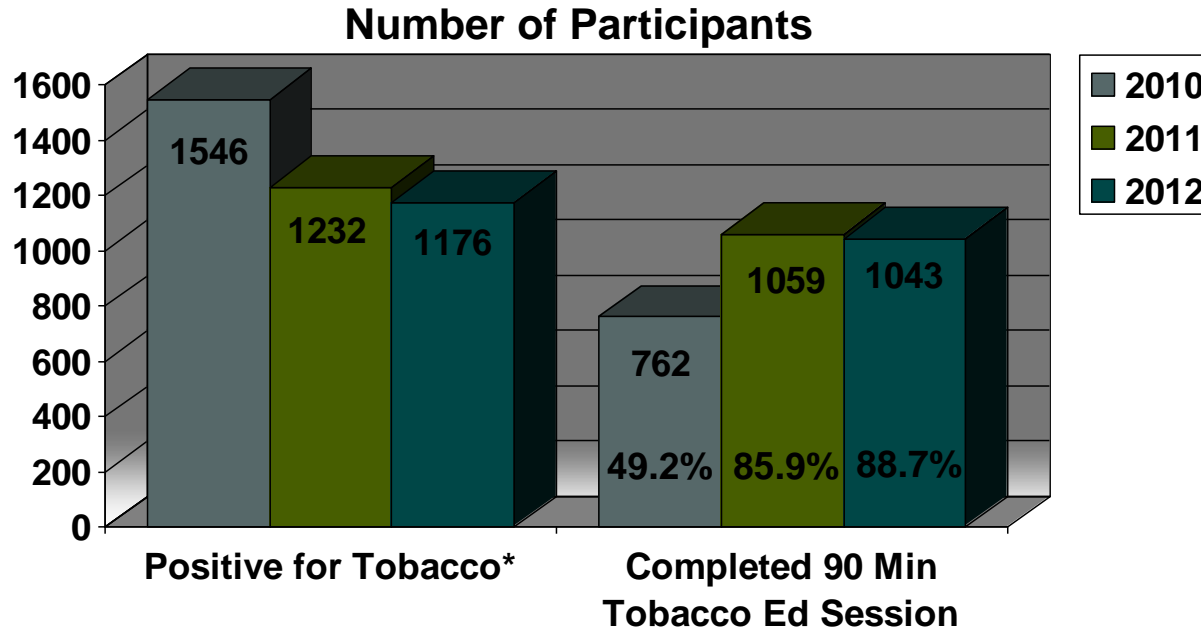


Participation Statistics

Number of Participants



Tobacco Statistics



| | 2010 | 2011 | 2012 |
|---------------------------|-------|-------|-------|
| Clinical positive results | 18.8% | 14.7% | 13.3% |

**Either Nicotine or Cotinine*

Improvements You Made!

Percent of Participants who improved

| From 2010 to 2012 | % |
|---|----|
| Improved systolic or diastolic blood pressure | 60 |
| Improved LDL cholesterol (bad cholesterol) | 50 |
| Improved non-HDL cholesterol | 47 |
| Improved HDL cholesterol (good cholesterol) | 61 |



What Has Gotten Worse



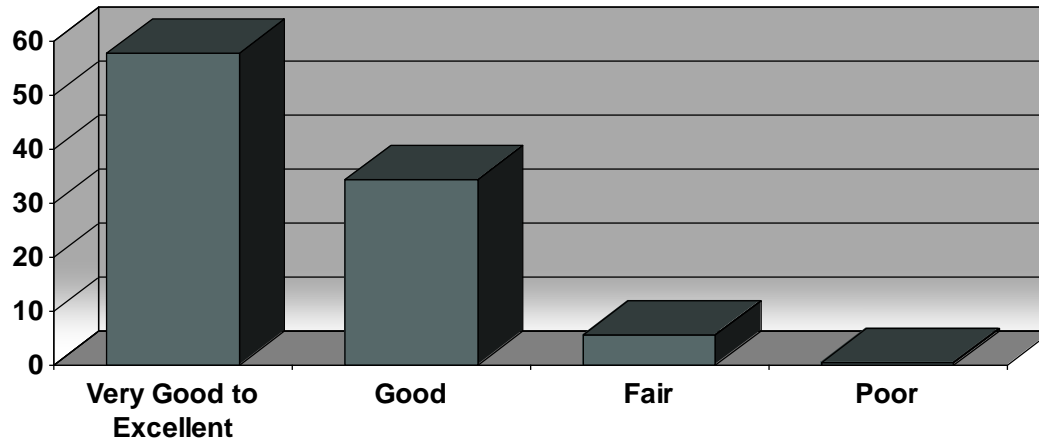
| Percent of Participants who are not at Optimal risk | 2010 | 2012 |
|---|-------|-------|
| BMI (BMI >25) | 80.3% | 81.9% |
| Optimal BMI & Waist (BMI >25 & F>35" or M>40") | 80.6% | 81.9% |
| Diabetes Risk (glucose >99) | 34.7% | 39.7% |



Perception vs. Reality

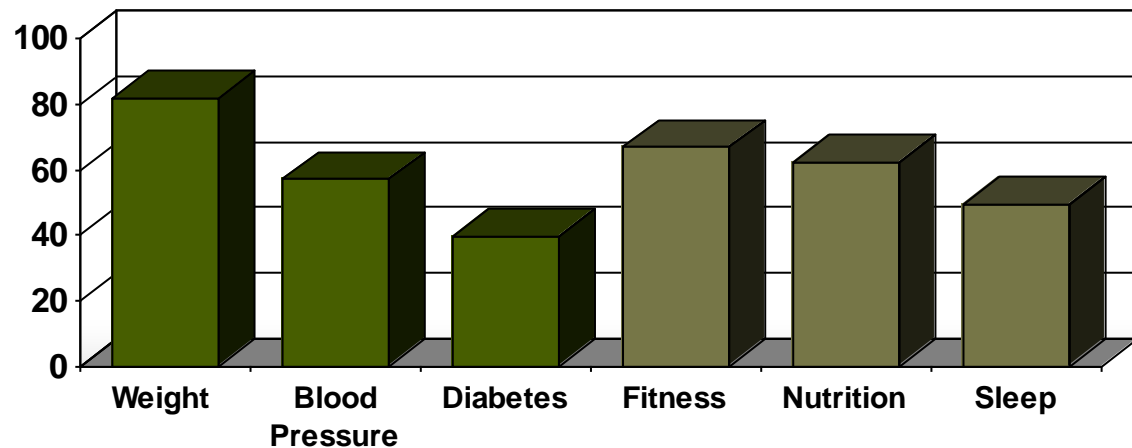
- **Perception:** How you view your health
 - I feel great . . . for my age
 - I'm healthier than THAT guy, and he's younger than me
- **Reality:** How your numbers and behaviors are
 - On medications, or should be, to control my blood pressure, cholesterol, diabetes (glucose), etc
 - Not eating as well as I should be
 - Not exercising as often as I know I should

Participant Health Perception vs. Reality



Actual Biometric Data in 2012

Self Reported Needs in 2012



What We Need to Work On

Percent of Participants who are NOT at Optimal Risk

| Top Needs | 2012 |
|---|-------|
| Weight Management (BMI >24.9) | 81.9% |
| Fitness (<5 days/week) | 66.8% |
| Nutrition/Healthy Eating (6 or more risks) | 62.3% |
| Sleep (<7-8 hours per night) | 53.8% |
| Blood Pressure (>119 or >79) | 57.1% |
| Total Cholesterol (>199) | 48.0% |
| Diabetes (glucose >99) | 39.7% |

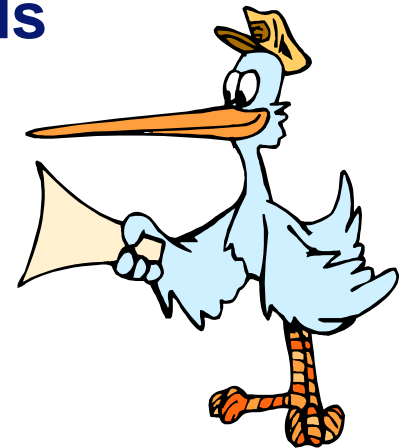
The Message . . .

The Little Things, the Lifestyle Habits We Choose
Add up in a Big Way over time!

Out of the 5841 people who completed all steps,
in all 3 years

59% gained weight: an average of 9.2 pounds

37% lost weight: an average of 8.4 pounds



The Message . . .

The Difference between gaining 9.2 pounds or losing 8.4 pounds over 3 years: 55 calories per day

55 Calories is about equal to any one of the following . . .

- 2-3 Hershey's Kisses
 - $\frac{1}{4}$ to $\frac{1}{3}$ can of a 12-ounce soft drink
 - Walking an extra $\frac{1}{2}$ mile per day or 1 mile every other day
 - A $\frac{1}{2}$ mile is about equal to 1000 steps or about 10 minutes worth of extra walking
- *Small changes equal Huge benefits*

**“Genetics Loads the Gun,
Lifestyle Pulls the Trigger”**

B. Esselstyn, Jr., MD, Cleveland Clinic

Current Options for You

All onsite opportunities are voluntary

- **Wellness @ Work:**
 - Drop in for blood pressure checks, ask wellness questions, or pick up educational handouts
 - DPW: Canal, Garage, & HQ (Tower)
 - City Hall: Room 301C
 - All 4 Health Centers
- **Health Advocacy:**
 - Opportunity to work with a health coach at no cost
 - See the “Health Advocacy” flyer on the DER website for details on how to start

What to Watch for . . .

- More onsite Wellness @ Work opportunities coming soon. Your site may be considered.
 - Blood Pressure Screenings (Monthly, Bimonthly, Quarterly)
 - Group programs for weight loss, blood pressure, nutrition, cholesterol, diabetes
 - Fun Group challenges – fitness, nutrition, etc

All opportunities are voluntary